



# Equal Opportunities Statement

## Statement

The Management Committee, staff/volunteers and students of JUBACANA are committed to equality of opportunity in all aspects of their work. They will not accept practices which intentionally or unintentionally discriminate against anyone on the grounds of colour, race, religion, nationality, marital status, gender, sexual orientation, disability, age or language. They recognise that personal relations of respect, trust, honesty and openness underpin equality of opportunity.

JUBACANA is open to all children and young people aged 8-18 who want to take part in our organisational activities. In publicity for our organisation, language and visual material will be monitored for possible offence to, and stereotyping of, people on the grounds of religion, nationality, marital status, disability, sexual orientation and age.

## Staff/volunteers and volunteer recruitment

There will be clear job descriptions and person specifications for each paid post and a clear role description for each volunteer placement. The Management Committee will interview for all posts. The co-ordinator may interview and place volunteers.

Application and registration forms will require only information which is relevant for the role although other information may be requested for monitoring purposes.

If you have any queries in relation to equal opportunities, our designated officer is HOLLY PREST.

Signed on behalf of the Management Committee by HOLLY PREST

A handwritten signature in black ink, appearing to read "Holly Prest". The signature is stylized and cursive, with the first letter 'H' being particularly large and prominent.

Date: 07.09.20

<b>Date implemented</b>	<b>Future review dates</b>						
	2017	2018	2019	2020	2021	2022	2023
<b>Date reviewed</b>	22.08.17	1st Sept	1st Sept	1st Sept	1st Sept	1st Sept	1st Sept
<b>Date approved by trustees</b>	28.08.17	07.09.18	07.09.19	07.09.20			